

**EXHIBIT O TO THE JUNE 26, 2008
DECLARATION OF GREGORY I. RASIN, ESQ.**

HIRE/REHIRE NOTICE
SEE REVERSE SIDE FOR INSTRUCTIONS

The McGraw-Hill Companies
CONFIDENTIAL

ENTERED
12/20/00



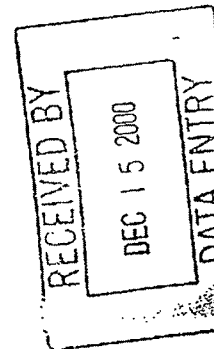
173-40-0518	Spencer	Msan
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EMPLOYMENT STATUS DATA	
HIRE/REHIRE EFFECTIVE DATE 12/05/00	EMPLOYMENT SOURCE Direct Hire

POSITION DATA	
1188 92	Senior Manager - HR
Corporate	HR
1221 Ave of Americas	NY NY 10020
282-105	20 hr floor

COMPENSATION DATA	
\$ 80,000	77,500
59,500	95,500

REQUIRED DOCUMENTS	
<input type="checkbox"/> EMPLOYMENT APPLICATION	
<input type="checkbox"/> PERSONAL INFORMATION NOTICE COMPLETED BY EMPLOYEE	
<input type="checkbox"/> W-4 FORM	
<input type="checkbox"/> I-9 FORM	
<input type="checkbox"/> IT-2104 (IF APPLICABLE)	
<input type="checkbox"/> CODE OF ETHICS	



MANAGEMENT APPROVAL AND DATE	
SIGNATURE William Spencer	DATE 12-4-00
SIGNATURE Alvin C. Washington	DATE 12-7-2000
SIGNATURE	DATE

ABC
CONFIDENTIAL

HIRE/REHIRE NOTICE

102-54-4871		Curtis		Brenda		M	
5/29/02		X NEW HIRE		REHIRE		Employee Referral - Janner	
124273		Office Manager		X EXEMPT		NONEXEMPT	
Standard & Poor's		E-Business		405-0175-760-111-01		45 th Floor	
55 Water Street		WORK LOCATION ADDRESS LINE 1		WORK LOCATION ADDRESS LINE 2		WORK LOCATION CITY/STATE/ZIP	
HOURLY		WEEKLY		X SEMI-MONTHLY		1 ST SHIFT	
X SALARY		\$		3 RD SHIFT-10%		3 RD SHIFT \$.15	
\$ 67,000		\$		4 TH SHIFT		TIME SHIFT \$.50	
\$49,100		\$62,900		\$76,700			

EMPLOYMENT APPLICATION		RECEIVED & VERIFIED	
PERSONAL INFORMATION NOTICE		JUN 10 2002	
COMPLETED BY EMPLOYEE		6/13	
W-4 FORM		6/11-2	
I-9 FORM			
IT-2104 (IF APPLICABLE)			
CODE OF ETHICS			
SIGNATURE		SIGNATURE	
DATE		DATE	
SIGNATURE		SIGNATURE	
DATE		DATE	

D00030

McGraw-Hill Employee Information Turnaround Document - CONFIDENTIAL

EMP ID	710725506	SSN	108-562632	FIRST NAME	HEINSON	MID I	L	LAST NAME	GIOVANNA	BIRTH DATE	10/28/1975	DISABILITY	N	VETERAN	N	DATE PARTED	01/18/2005
STATUS CHANGES, REASON CODES & DATES																	
STATUS CHANGES	REASON CODES	DATES															
10	Active Regular Full Time	01/01/1998	STATUS CHANGE/REASON/REMARKS	01/01/1998	R2-CONVERT	STATUS CHANGE/REASON/REMARKS	06/16/1997	06/16/1997	06/16/1997	06/16/1997	06/16/1997	06/16/1997	06/16/1997	06/16/1997	06/16/1997	06/16/1997	06/16/1997
POSITION DATA																	
POSITION CHANGE EFFECTIVE DATE	01/01/2005	143922	COORDNTR-HR SERVICE	137150	COORDNTR-HR SERVICE	137150	COORDNTR-HR SERVICE	137150	COORDNTR-HR SERVICE	137150	COORDNTR-HR SERVICE	137150	COORDNTR-HR SERVICE	137150	COORDNTR-HR SERVICE	137150	COORDNTR-HR SERVICE
PROCESS LEVEL	087	WORK ENVIRONMENT	23920	HUM RES-CORPORATE SEGMENT	07-00	8430	HUMAN RESOURCES 1221-47	105577	ONEILL, SHEILA M	156524	MURPHY, DAVID L	156524	MURPHY, DAVID L	156524	MURPHY, DAVID L	156524	MURPHY, DAVID L
WORK LOCATION CODE	NYNYC0233	1221 AVE OF AMER, NEW YORK, NY	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS	1221 AVENUE OF THE AMERICAS
COMPENSATION DATA																	
COMPENSATION CHANGE EFFECTIVE DATE	04/01/2004	43,500.00	BASE SALARY RATE OF PAY	43,500.00	1,054.00	2.51	Salary	3,000.00	42,500.00	50,200.00	2397240	760	111	0001	100.00	100.00	100.00
WORK SCHEDULE/SHIFT	1	SHIFT 1	34,000.00	34,000.00	42,500.00	50,200.00	2397240	760	111	0001	100.00	100.00	100.00	100.00	100.00	100.00	100.00
ORGANIZATION DATA																	
OPERATING COMPANY (CODE AND DESCRIPTION)	70	CORPORATE	01	CORPORATE	91	HUMAN RESOURCES	0001	HUMAN RESOURCES	0001	HUMAN RESOURCES	0001	HUMAN RESOURCES	0001	HUMAN RESOURCES	0001	HUMAN RESOURCES	0001
WORK HISTORY DATA																	
EFFECTIVE DATE	01/01/2005	R2-CONVERT	08/27/2004	R2-CONVERT	04/01/2004	R1-COMP	04/01/2003	R1-COMP	06/01/2002	R2-CONVERT							
POSITION	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES	CORPORATE	VP-HUMAN RESOURCES
LAST NAME	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL
SIGNATURES																	
EMPLOYEE SIGNATURE	105577	VP-HUMAN RESOURCES	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL	SHEILA	ONEILL
DATE	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008	06/27/2008